



**DEPARTMENT OF THE ARMY**  
**US ARMY INSTALLATION MANAGEMENT COMMAND**  
**HEADQUARTERS, UNITED STATES ARMY GARRISON, FT MONROE**  
**102 MCNAIR DRIVE**  
**FORT MONROE VIRGINIA 23651-1047**

REPLY TO  
ATTENTION OF

6 JUN 2007

IMNE-MNR-EEO

MEMORANDUM FOR All U.S. Army Garrison Personnel, HQ Fort Monroe

SUBJECT: Fort Monroe Policy Memorandum #3, Equal Employment Opportunity Policy

1. REFERENCE. AR 690-12, Equal Employment Opportunity (EEO) and Affirmative Action, 4 March 1988.

2. PURPOSE. To provide guidance to all Fort Monroe personnel on EEO.

3. APPLICABILITY. This policy applies to all personnel assigned to or under the operational control of Fort Monroe in addition to applicants for employment with Fort Monroe and former employees of Fort Monroe.

4. POLICY.

a. Equal opportunity is not only a privilege, but also a right mandated by law. It is the policy of the Department of the Army (DA) and our policy to provide equal opportunity in employment for all people, and to prohibit discrimination in employment because of race, color, religion, sex, national origin, age, disability, or reprisal. I am committed to ensuring this policy is enforced throughout Fort Monroe.

b. Maintaining an environment free of discrimination is essential in the accomplishment of our mission and is imperative to the personal and professional development of our employees. It is the responsibility of each manager and supervisor to ensure the fair and equitable treatment of all employees. More importantly, it is their right.

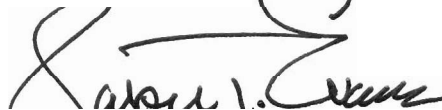
c. As our workforce becomes more diverse and we are faced with the challenges that face today's Army, we must all work together in a concerted effort to eradicate the constant barriers and roadblocks, and overcome our obstacles.

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d. Our goal must be to eliminate every form of discrimination. To do so, committed leadership is needed. We must all take responsibility and make a commitment to ensure equal opportunity throughout our workforce.

5. This policy memorandum will be permanently posted on all Headquarters Fort Monroe bulletin boards.

A handwritten signature in dark ink, appearing to read "Karen L. Evans". The signature is stylized with a large, looping initial "K" and a long horizontal stroke.

Colonel, Adjutant General  
Commanding